



Labor Standards

Maureen Mahoney
Grant Manager
Disaster Recovery
Texas General Land Office

Applicable Laws for Labor Standards Compliance

- ▶ Davis–Bacon and Related Acts
- ▶ Contract Work Hours & Safety Standards Act (CWSSHA)
- ▶ Copeland Act
- ▶ Fair Labor Standards Act (FLSA)
- ▶ Housing & Community Development Act
- ▶ HUD Handbook



Labor Standards

Does it apply to my contract?

▶ Type of construction

- Public or private property?
- Construction involves demolition only?
- Construction will be done by force account or public utility company?

▶ Construction cost

- Construction cost is less than \$2000?



Duties of the Labor Standards Officer (LSO)



STEPS

- 1 Grantee designates the Labor Standards Officer (LSO)
 - Form is completed for contract file & copy sent to GLO
- 2 LSO secures Wage Decision
 - Review submitted Wage Decision to make sure it is accurate
- 3 Bid Package is prepared; Wage Rates are included



STEPS (cont'd)

- 4 LSO confirms the Wage Rate 10 days prior to opening bid (10-day call)
- 5 Bids are advertised for 14 days
Bids are opened on the 15th day
- 6 LSO verifies Contractor is not on federal debarment list before contract is awarded
- 7 Award & Execute Contract



STEPS

- 8 Pre-construction conference held
- 9 Notice to Proceed issued
- 10 Labor Standard Records is completed;
submit to txdrlabor@HNTB.com



CONSTRUCTION PHASE



Required Posters

- ▶ **Must be posted at the job site –**
- ▶ Wage Rates
- ▶ Davis–Bacon poster
- ▶ Any additional classifications added to the wage decision
- ▶ Temporary sign indicating the project is funded by General Land Office Disaster Recovery



WORKER INTERVIEWS

- ▶ Interviews should be spontaneous – *(not scheduled ahead of time)*
- ▶ LSO is to conduct interviews
- ▶ LSO should interview up to 10% of the workers in all trades
- ▶ LSO must observe duties performed by the worker
- ▶ LSO must observe the tools used by the worker



PAYROLL REVIEW

- ▶ Timely submission (weekly)
- ▶ Payroll forms
 - interactive form available at

<http://www.dol.gov/esa/whd/forms/wh347.pdf>

- ▶ LSO is to verify all payrolls
 - Wages issued for project
 - Overtime rate calculated accurately
 - Math errors



Excluded Parties List System

www.epls.gov



Search - Current Exclusions

- > Advanced Search
- > Multiple Names
- > Exact Name and SSN/TIN
- > MyEPLS
- > Recent Updates

View Cause and Treatment Code Descriptions

- > Reciprocal Codes
- > Procurement Codes
- > Nonprocurement Codes

Agency & Acronym Information

- > Agency Contacts
- > Agency Descriptions
- > State/Country Code Descriptions

OFFICIAL GOVERNMENT USE ONLY

- > Debar Maintenance

EPLS Search Results

Search Results for Parties Excluded by

Exact Name : Norris Beard
SSN/TIN

As of 24-Mar-2008 1:15 PM EDT

[Save to MyEPLS](#)

Your search returned no results.

[Back](#) [Search](#) [Printer-Friendly](#)

Resources

- > Search Help
- > Public User's Manual
- > FAQ
- > Acronyms
- > Privacy Act Provisions
- > News

Reports

-
-
-
- > Advanced Reports
 - > Recent Updates

Archive Search - Past Exclusions

-
-
-
- > Advanced Archive Search
 - > Multiple Names
 - > Recent Updates

Contact Information

- > Email: support@epls.gov



Name Cooper, Jim
Classification Individual
Exclusion Type Reciprocal
Description For actions in the United Nations' (UN) Oil-for-Food Program in contravention of UN sanctions.

Address(es) --

Verify Street 1

Verify Street 2

Verify

Address

AS

DUNS

none

CT Action(s) --

Action Date 20-Dec-2006

Termination Date Indef.

CT Code S

Agency USDA-FAS

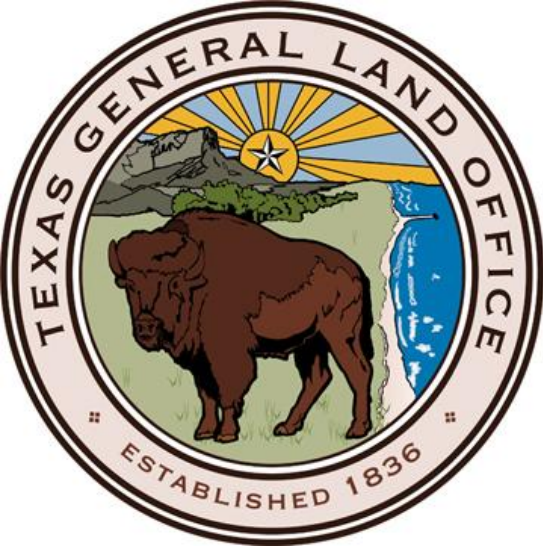
Agency POC [USDA-FAS Contacts](#)

Action Status Modified (05-Jan-2007)

BAD RESULT!

Cross Reference(s) --

	Name	Action Date	Term Date	CT Code
1.	AWB Limited (Primary Record)	20-Dec-2007	20-Dec-2009	R
2.	Emons, Mark	20-Dec-2006	Indef.	S
3.	Flügge, Trevor	20-Dec-2006	Indef.	S
4.	Geary, Peter	20-Dec-2006	Indef.	S
5.	Hogan, Dominic	20-Dec-2006	Indef.	S
6.	Ingleby, Paul	20-Dec-2006	Indef.	S
7.	Long, Michael	20-Dec-2006	Indef.	S



Thank You Q & A

Maureen Mahoney

maureen.mahoney@glo.gov

Texas General Land Office